

OIA-44/79
10 May 1979

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MEMORANDUM FOR:
NFAC Senior Training Officer

SUBJECT : Comments on Proposed Exceptional Analyst Training Program

REFERENCE : Draft DCID on "The Director of Central Intelligence Exceptional Intelligence Analyst Program", Undated

1. At your request, I have reviewed the referenced draft DCID. I agree with the statement of purpose for the proposed DCI Exceptional Intelligence Analyst Program, and I welcome the added analyst training opportunities such a program would represent.

2. But, while I hold a positive view of the program concept, I do have some concerns with particulars outlined in the draft DCID. First, participation is to be "at the initiative of the individual analyst" -- but how does an analyst know whether or not he is "exceptional" and thus eligible to apply? I am concerned that a lot of time will go into program preparation by analysts who are basically non-starters, and that the program as proposed may create unwarranted expectations and unnecessary disappointments. There also seems to be some inconsistency between the statement that the "programs are limited only by the imagination of the analyst" and the provisions laid out for the selection process.

3. Second I am concerned that this proposal takes too much of the control and responsibility for the development of individual analysts out of the hands of line management at the office director level. In addition, the proposal provides too little assurance that the time spent in such a program will be to the best benefit of the analyst's sponsoring office or agency. Third, how does this proposed program mesh with existing Agency analyst training and career development programs -- is this program totally additive, or is it in lieu of some existing program? And fourth, I believe that any such program must work through the established development mechanisms in NFAC and CIA -- i.e., the NFAC Assignments Panel and the Agency Training Selection Board.

Deputy Director
Imagery Analysis

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THE DIRECTOR OF CENTRAL INTELLIGENCE
EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

(Effective)

Pursuant to Section 102 of the National Security Act of 1947 and Executive Order 12036, the Director of Central Intelligence Exceptional Intelligence Analyst Program is established.

1. Purpose

The DCI Exceptional Intelligence Analyst Program is established to increase the skills of intelligence analysts in dealing with an ever more complex and demanding world environment. This program is intended to enrich the skills and understanding of individual analysts in the belief that ultimately the quality of our intelligence is a function of the talents of individual analysts.

2. Nature of the Program

Participation in this program will be at the initiative of the individual analyst. The individual analyst will devise his own program and provide justification for the program following the format at Attachment 1. Programs are limited only by the imagination of the analyst. Programs might include, but are not limited to, the following:

- o Sabbaticals in the U.S. or abroad;
- o University level studies in one's own or a related or new field field;
- o Temporary assignment to other governmental agencies, U.S. or foreign, as appropriate.

Programs, except under unusual circumstances, will be limited to one or two years.

3. Eligibility

All career intelligence officers employed by agencies whose programs are contained within the National Foreign Intelligence Program and members of the career intelligence branches of the uniformed services who meet the following specific criteria are eligible for selection:

- o A minimum of four years as an intelligence officer of the U.S. Government;

- o A man must complete the program prior to retirement eligibility. This provision may be waived if the individual agrees to waive voluntary retirement until five years following completion of the program;
- o The individual agrees to remain in the career intelligence program of his sponsoring agency for a a period of time equivalent to that devoted to the program;
- o The individual's program of study has been approved and recommended by his sponsoring agency as defined below.

Career employees of the Intelligence Community Staff are not eligible for this program.

4. Selection

The Director of Central Intelligence will appoint a Selection Committee of distinguished individuals, both inside and outside the Intelligence Community, who will be capable of assessing individual programs in terms of the future needs of the Intelligence Community. This committee will screen programs and nominate individuals for acceptance into the program. Final approval will be given by the Director of Central Intelligence.

The Director of Central Intelligence will inform the Selection Committee annually of the areas of his concern regarding the development of analytical expertise within the Intelligence Community. This letter will serve as guidance to the Selection Committee in their selection process. Applicants will be competitive against each other. There will be no quotas for Intelligence Community agencies. The number of selectees will not exceed 20 per year.

The questions to be asked and answered as the fundamental criteria for selection will be:

- o Will the program outlined by the individual applicant significantly enhance his value as a career intelligence analyst?
- o What is the likelihood of the individual successfully completing the program proposed?

5. Management and Funding

With the exception of the salaries of the individual nominated, all monies for this program will be funded by the Intelligence Community Staff budget.

budget.

The Secretary of the Selection Committee will be from the Resource Management Staff. Approval of expenditures for individual programs will be administered by the Resource Management Staff which will publish instructions detailing this and other procedures as necessary. Programs involving other agencies will be coordinated by the Resource Management Staff.

ATTACHMENT TO DCID /_

Your program proposal should be presented according to the following outline:

A. Personal History

1. Educational Background
2. Family Status
3. State of Health and any health problems of your own
or of your immediate family

B. Professional Career to date with emphasis on analytical
skills and specialties.

C. Proposed program in detail

1. What do you plan to do?
2. Why?
3. How will your program contribute to your analytical
competencies?
4. How do you relate the objectives of your program to your
perceptions of future national intelligence needs?
5. What kinds of intelligence problems would you like to
be working on five years from now and why?
6. Costs (other than moving expenses).
 - a. Travel related to the proposed program
 - b. Tuition costs and fees
 - c. Research expenses
 - d. Clerical expenses

D. Do you desire your family to accompany you?

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